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WELCOME TO THE
2024 SWACC ANNUAL CONFERENCE

The SWACC Annual Conference is proudly sponsored by: *Keenan*®

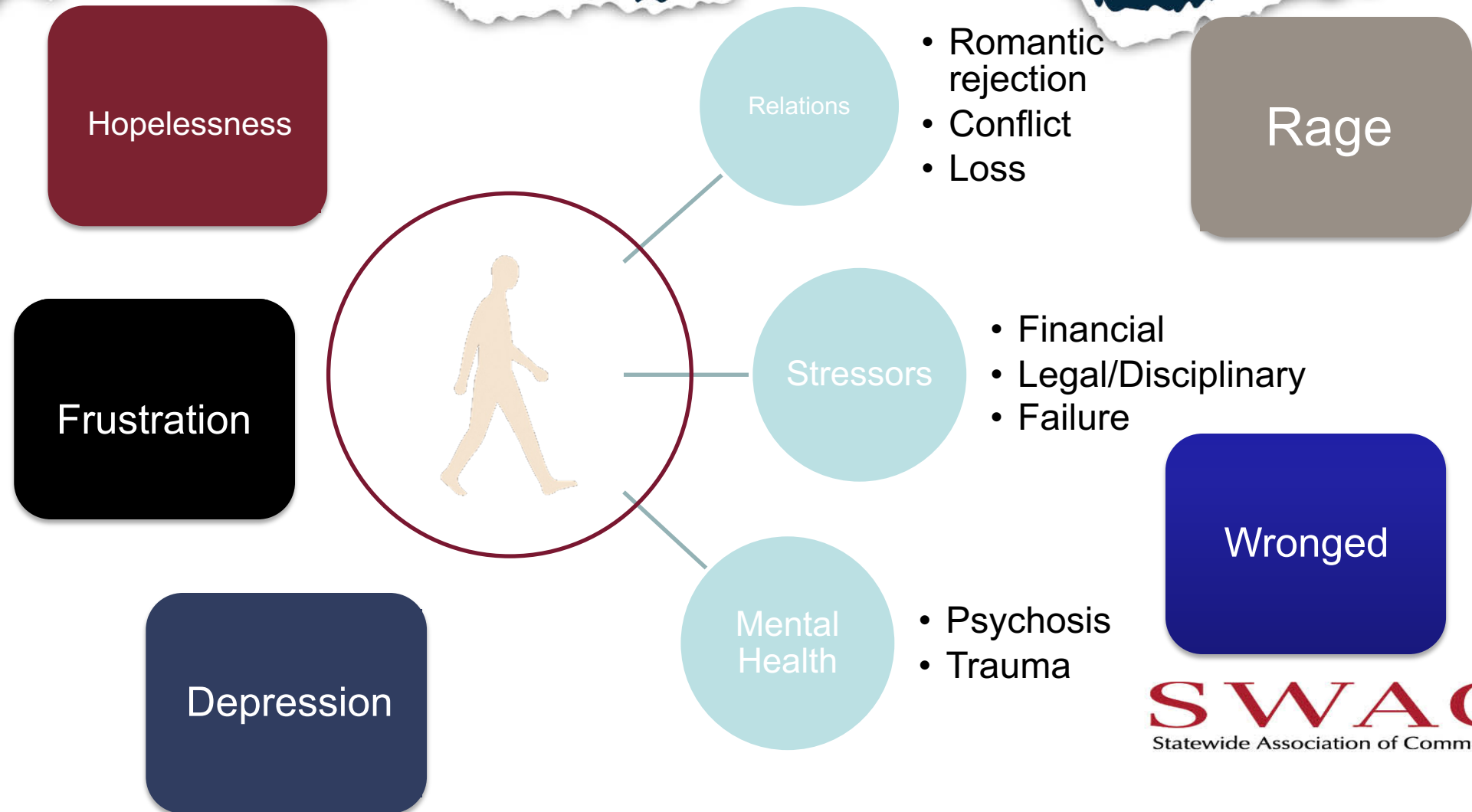# Workplace Violence Awareness & Prevention

Dr. Gail Angus
NavigatED

Brian Erdelyi
Keenan IMReady

Eric Preston
Keenan P&C

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Humans drive violence

Factors that lead to violence

Hopelessness

Frustration

Depression

Relations
- Romantic rejection
- Conflict
- Loss

Stressors
- Financial
- Legal/Disciplinary
- Failure

Mental Health
- Psychosis
- Trauma

Rage

Wronged

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Violence in the Workplace

People bring their **whole self** to work - including emotional concerns from home.

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Mental Health = Psychological Safety

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Mental Health = Psychological Safety

Eric

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Risk Managing Violence in Community Colleges

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Risk Managing Psychological Safety

Avoid

Retain

Spread

Control

Transfer

Ignore

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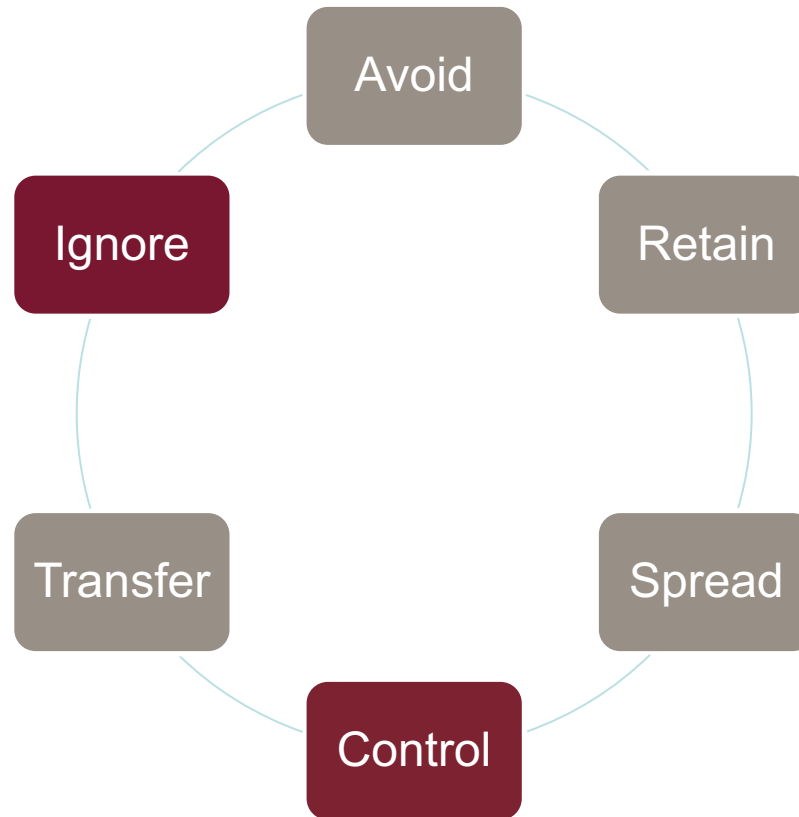
What Human Sources of Violence do you Have?

- Staff

- Students

- Visitors

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Staff as the Source of Violence

Employee/Supervisor Conflicts

Employee/Employee Conflicts

Employee's Issues Outside of Work

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Students as the <u>Source</u> of Violence

Student/Student Conflicts

Student/Staff Conflicts

Outside Issues

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Visitors as the <u>Source</u> of Violence

- Flows from the Community
- Disgruntled family member
  of student or staff

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How do you Control the Sources of Violence?

- Staff

- Students

- Visitors

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Controlling Violence from Staff

- SB 553 (electronic handout)
  - No OSHA directives yet but still have to make a good faith effort
  - This is not the end solution- don't know until OSHA provides until January 2026.
  - Districts have to build their own plans- specific to their workplace
- Walk through guidance and framework of the sample plan template

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Controlling Violence from Students

- Interact
  - Get to know each other
  - Create a sense of belonging – care
- See (hear) something, Say Something
  - It is not about getting them in trouble, it is about getting help
- Minimize bullying and isolation

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Controlling Violence from Staff & Students

Don't overreact with Zero-Tolerance!

But don't ignore either.

Take any leakage or concern seriously.

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Controlling Violence from Staff & Students

Create a Reporting System-

- Anonymous

- Easy to use

- Monitored 24/7

- Information goes to Assessment Team for investigation

- Available to everyone, including community

- Annual Training

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Barriers to Reporting

- Denial
  - Crossing a chasm
- Code of silence
- Retaliation
- Fear of –
  - Overreacting
  - Getting the person in trouble
- Assumption –
  - They won't do it
  - Someone else will report

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Controlling Violence from Visitors

Working:
- Late (dark, after hours)
- Alone
- With money
- In high-risk occupations

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Controlling Violence from Visitors

Site Hardening

- Access control
- Visitor management
- Campus lighting
- Organized Security/LE
- Blue Lights/emergency distress technology (apps)
- EOP/Planning

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You May Already Have Some Elements in Place

- IIPP
  - Already requires that you address workplace hazards & provide training
- EOP/CSSP
  - Hazard/Threat Assessments
- Existing Policies
  - Student Code of Conduct
  - Student/Staff Bullying

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Resources

- Keenan's SB 553 template plan framework
  - Handout in the SWACC Annual Microsite https://www.swacc-conference.org/sessions
- SB 553 text
  - https://leginfo.legislature.ca.gov/faces/billTextClient.xhtml?bill_id=202320240SB553
- Model Cal-OSHA program for "workplace security" – PLEASE NOTE, THIS IS DATED, IT IS NOT LAW AND IS NOT TIED TO SB 553 – this is for reference only)
  - https://www.dir.ca.gov/dosh/dosh_publications/iipsecurity.html
- Cal-OSHA Standards for Healthcare Workplace Violence (for reference)
  - https://www.dir.ca.gov/title8/3342.html
- Behavioral Threat Assessment
  - https://www.nasponline.org/resources-and-publications/resources-and-podcasts/school-safety-and-crisis/systems-level-prevention/threat-assessment-at-school/behavior-threat-assessment-and-management-(btam)-best-practice-considerations-for-k%E2%80%9312-schools

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Thank You!

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